

# MISSOULA COLLEGE FACULTY ASSOCIATION NEWSLETTER

**Spring 2020**

## **WELCOME**

It is with tremendous optimism and gratitude that we look forward to a wonderful spring semester. Currently, 85% of us are voting members. Please see one of the MCFA Board members for an application see if you haven't joined us yet. This opportunity exists for tenure-track faculty and all non-tenure track faculty that have worked two consecutive semesters at, or above, .5 FTE. Do your part to keep our faculty association strong by joining, participating in membership meetings, voting for officers, and coming to our semester-end celebrations!

We are always available to answer any questions you may have and strongly encourage you to join us at our weekly scheduled meetings. Most of our weekly Board meetings are held in the Payne Library, on Mondays, at 3:00 pm. We do recommend checking with any Board members for the agenda before arriving.

Pam, Cheryl, Lisa & Jes  
MCFA Board

## **SAVE THE DATE**

### **All-Member Meeting ... Annual ... Don't Miss It!**

The Annual All Members meeting is scheduled for Thursday, April 2nd, from 4pm-6pm. There are many important topics that are on the agenda and we would appreciate having your feedback to make sure we are able to best represent your interests. Some of the items that will be reviewed include:

- Consideration of whether/how to develop a ranking system for Merit &/or Outstanding Performance Awards
- Proposed Administration Policy 350 revision
- Emergency Plans and Contingency Plan for MUS/UM/MC
- How to define "reasonable accommodation"
- Announcement of voting outcomes
- Report on the Negotiation Settlement
- MCFA Financial Report

### **End of the Year Party ... Free Food/Drinks/Camaraderie ... Honor Retirees**

MC employees are invited to the End of the Year party hosted by the MCFA on May 7, 2020, at Finn (formally Finn & Porter). All employees are invited to bring one guest and we will provide the first drink (your choice of a house wine or a draft beer) and some appetizers.

## **UPDATES**

### Election

We are now accepting nominations MCFA Board positions of Vice President and Treasurer. Please let any current Board member know if you would like to serve, or know someone who would like to serve as President, Vice President, Treasurer, &/or Secretary. You will soon see a ballot in your email for this upcoming election! **Please, oh please, vote!!**

### Grievance

MCFA filed a grievance last spring; it was based on the breach of agreement as described in Policy 350 regarding the proportion of tenure to non-tenure track faculty. It also addressed future plans around hiring non-tenure track faculty.

An initial agreement was reached between the Grievance Committee (comprised of Pam Boyd, and Lisa Swallow) and the University of Montana Administration Board (Seth Bodnar, Jon Harbor, Claudine Cellier, and Thomas Gallagher).

It was decided that two tenure-track positions with Spring 2020 start dates would be initiated. Administration is currently recruiting for and actively hoping to hire for two positions!). Additionally, a second search for 2 additional tenure-track positions was agreed upon for FY2021. MCFA agreed to participate in campus-wide discussions of Policy 350. The MCFA would be invited to any Missoula College management discussions regarding the need of tenure-track faculty and would nominate a representative to join the Professional Learning Community for Instructional Staffing and Workload Planning.

### Negotiations

A final agreement for the 2019-2020 CBA contract was reached between the Negotiation Committee, Tammy Harris, Pam Boyd, Cheryl Galipeau, Jes Kumm, and Kins Loree (with support from Anne Delaney, Dennis Daneke, Joe Crepeau) and the MSU Administration Board, Kevin McRae, Jon Harbor, Claudine Cellier, Teri Phillips, Thomas Gallagher, and Katie Delassio.

The agreement includes:

- The opportunity of six Outstanding Performance Awards (OPAs) of \$2,500 each offered to non-tenure track faculty. This is in addition to the six Merit Awards of \$2,500 each offered to tenure track faculty during FY2019-2020. Three OPAs will be offered in the subsequent fiscal years.
- The salary floor at the Instructor level was raised from \$33, 572 to \$37,000 and the salary floor of the Assistant Professor was raised from \$35,130 to \$38,000. There was no increase in the salary floor to faculty at Associate Professor or Professor level. The OPAs that are awarded will go into effect in June of 2021, and for merit awards in October of 2021.

Please be sure to attend meetings and join the discussions on:

- bargaining adjunct contracts so that they accurately reflect appropriate ranking
- how/when to apply for merit awards/OPAs

### Awards

Congratulations to Bradley Platt, a welding instructor on West Campus, who was given the MCFA scholarship of \$500. It is funding for Brad's continuing education towards his degree. Thanks to John Freer for chairing this committee.

